



RESOLUTION NO. 41930

1 A RESOLUTION related to collective bargaining; authorizing the execution of a
2 Collective Bargaining Agreement between the City and the Brotherhood of
3 Locomotive Engineers and Trainmen, effective retroactive to July 1, 2017,
4 through June 30, 2030.

4 WHEREAS the City has, for years, adopted the policy of collective
5 bargaining between the various labor organizations representing employees and
6 the administration, and

7 WHEREAS this resolution allows for the execution of a Collective Bargaining
8 Agreement ("CBA") between the City and the Brotherhood of Locomotive Engineers
9 and Trainmen ("Union"), on behalf of the employees represented by said Union,
10 and

11 WHEREAS the bargaining unit consists of approximately 19 budgeted,
12 full-time equivalent positions assigned to Tacoma Public Utilities, and

13 WHEREAS the CBA provides for wage changes and increases effective
14 retroactive from July 1, 2021, through July 1, 2029, with increases applied
15 retroactively for all Engineers employed at Tacoma Rail as of the date of City
16 Council approval of the CBA, and

17 WHEREAS at the end of the contract term, if a successor agreement is not
18 reached by July 1, 2030, the basic daily rate will increase by 2.5 percent effective
19 July 1, 2030, and

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WHEREAS other changes include:

(1) Effective the first full month following City Council approval of the agreement, the employee medical insurance premium share will mirror that of other City employees;

(2) The City will match the 457(b) deferred compensation contributions of employees up to three percent (3%) of base salary, and subject to the limitations of the Internal Revenue Code maximum contribution requirements for 457 plans;

(3) The elimination of the historic "Wellness" program which rewarded employees for the non-use of sick leave; employees who earned one or more Wellness Days between January 1, 2020, and City Council approval of the agreement will be eligible for a one-time payment equal to two basic days' wages;

(4) In exchange for the Union's prejudicial withdrawal of all disputed time claims associated with "working off bid assignment" and the removal of related seniority rights and penalty provisions in the collective bargaining agreement, Engineers employed on the date of City Council approval of the agreement will be eligible for a one-time, lump sum payment of \$5,000;

(5) An increase to the amount provided for an annual boot allowance from \$200 to \$400;

(6) Edits to provisions related to union dues necessary to comply with the *Janus v. AFSCME Council 31* court decision;

(7) Language that provides employees whose original hire date of continuous City employment began on or before July 24, 2024, will continue to



1 participate in the longevity program; Locomotive Engineers whose original hire date
2 of continuous City employment was after July 24, 2024, will not be eligible to
3 participate in longevity program;

4 (8) Language changes to the Order of Call for filling vacancies, the
5 elimination of outdated remote reporting rules, the establishment of a voluntary
6 Double Time list, and clarification of second lunch rules; and

7 (9) Updates and improvements to language to provide greater
8 opportunities for the use of Personal Time Off ("PTO"), a change in the rules
9 regarding the annual voluntary PTO cash out option, and updates to Holiday Calling
10 Procedures to match current practice, and

11 WHEREAS the CBA was considered and approved by the Public Utility
12 Board at its meeting of May 27, 2026, and

13 WHEREAS it appears in the best interests of the City that the CBA
14 negotiated by said Union and the City be approved; Now, Therefore,

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BE IT RESOLVED BY THE COUNCIL OF THE CITY OF TACOMA:

That the proper officers of the City are hereby authorized to execute the Collective Bargaining Agreement between the City and the Brotherhood of Locomotive Engineers and Trainmen, effective retroactive to July 1, 2017, through June 30, 2030, said document to be substantially in the form of the agreement on file in the office of the City Clerk.

Adopted _____

Mayor

Attest:

City Clerk

Approved as to form:

Deputy City Attorney

Requested by Public Utility Board
Resolution No. U-11607